



Virginia Woman's Business Enterprise, DMBE #6999  
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### **VIRGINIA DEPARTMENT OF GENERAL SERVICES**

Statewide Consulting Services | Category 9: Organization Design  
Contract Number PF14804C09-09

Allison Partners, LLC is a woman-owned small business founded with the belief that people are at the core of an organization's success. On that foundation, the Allison Partners team provides consulting services to help public, private and non-profit clients seeking to integrate human performance theory and business strategy. By focusing on organizational context as well as individuals' skills and behavior, Allison Partners brings candor and experience to help clients achieve business goals while satisfying employees' needs.

Conceived and founded by Allison Linney in 2000, Allison Partners is the realization of her vision to establish a company dedicated to providing high-value consulting that enables individuals and organizations to achieve their potential. As Allison Partners has grown in the past 13 years, the firm maintains its clear focus on human performance at both individual and organizational levels. We operate in a manner consistent with the advice given to clients, ensuring that consultants and team members "practice what is preached" and have practical, first-hand understanding of the challenges inherent in sustaining a high-performance organization.

### **Our Organization Design Services**

Allison Partners' services in the Organization Design consulting category help agencies, departments and teams define, assess, analyze, measure, and reorganize their organizational structures, reporting lines, and staffing plans. Services provided within this consulting category include:

- Surveys, interviews, performance observation, data analysis, and other quantitative and qualitative assessments of workload and organizational performance
- Evaluation of current organizational structure against current and future agency needs and strategy
- Development of new organizational models to align resources with agency goals, address resource constraints, strengthen reporting lines, apply best practices, and prepare for future demands
- Define roles, requirements and ways of working to achieve future state organization design
- Support implementation efforts of organizational changes, including the creation and execution of communication plans, change plans, budgets, schedules, team building plans, and development plans

### **Ordering Process**

Allison Partners is committed to ensuring that our clients get our best advice. From the moment we learn about your need and discuss the services you do (and don't need) until we successfully complete a project, you should feel that we're your partners in achieving your goals. To start the journey, please:

- Contact Allison Linney, President, to describe your situation, needs and requirements
- As needed and appropriate, we'll talk with you by phone or in person to discuss your needs
- We'll provide you with a proposed scope of work, timeline, price and staffing plan using the contract's Price and Quote Workbook

alignment

performance

experience

growth

candor

change